



Impacts of Job Stress on Nurses Social Life: A study of Work Performance

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ABSTRACT

Nursing is a demanding and physically and emotionally challenging profession, and nurses are often exposed to high levels of job stress, which can have significant negative impacts on their physical and mental health, as well as their social life and work performance. This study aims to explore the impacts of job stress on the social life of nurses and how it affects their work performance in selected hospitals in Karachi. It is a cross-sectional study and data is collected from 100 nurses qualified with BS in Nursing and Diploma in General Nursing and Midwifery (DGNM) from SIUT, NICVD and Zia ud Din hospital by using a convenience sampling technique from October to December 2022. Results of the regression analysis show that the variable working long hours beta coefficient value of the regression table is .203 and the value of significance is 0.001; the variable work pressure beta coefficient value of the regression table is .213 and the value of significance is 0.001 and variable job stress beta coefficient value of regression table is .291 and value of significance is 0.000, which shows that these variables working long hours, work pressure and job stress has a significant impact on the nurses' social life and work performances. The study concluded that job stress and other associated factors hamper the work efficiency of nurses. Therefore, the present research study recommends that the management of the hospitals should ensure a stress-free environment at their workplace to create a better work-life balance for nurses to reduce stress levels and improve their overall well-being.

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1. Introduction

Nursing is a demanding and stressful profession, with high levels of job stress and burnout having negative impacts on both personal and professional life. Job stress is a major issue among nurses, which affects their work performance and can lead to decreased satisfaction in their work, reduced well-being, and increased rates of turnover. The purpose of this literature review is to examine the impacts of job stress on the social life of nurses and how it affects their work performance (P. L. Johnson & Smith, 2016).

Studies have shown that high levels of job stress in nurses can negatively impact their social life by increasing levels of anxiety, depression, and exhaustion. This can lead to decreased levels of participation in social activities and reduced quality of relationships with friends and family members. In addition, high levels of job stress can cause physical and emotional exhaustion, which can make it difficult for nurses to engage in leisure activities and maintain strong social connections (Smithson, Davis, & Jones, 2018).

The impact of job stress on work performance has been well documented in the literature. High levels of job stress can lead to decreased job satisfaction, increased absenteeism, and reduced levels of motivation and productivity. In addition, job stress can also result in decreased cognitive functioning, impaired problem-solving abilities, and decreased job commitment. Furthermore, job stress can also increase the risk of errors and adverse events, leading to decreased patient satisfaction and negative outcomes (Rogers, Johnson, & Williams, 2018).

The better mental and physical health of an employee has a positive impact on the better family and work life. Job stress is one of the common issues now a days for employed men and women at work centres. Resultantly it harms the performance of employees. In this era of technological advancement organizations are focused on their customers to increase competitive advantages, so in this regard, well-experienced and trained manpower is required to maintain competitive advantages (Sultana, 2013; Mohny, 2015). With the process of new recruitment of employees in organizations, the turnover ratio of the employees is also increasing. Among all these kinds of employees, the main reason for high turnover is job dissatisfaction (Abbas, Fatima, & Imran, 2019).

Though better working environment, reward and incentive policies, lucrative salaries and feasible working hours have a positive impact on the employee's physical and mental health to maintaining the social and work life balance (Bannai & Tamakoshi, 2014; Boseley, 2015). Unfortunately, now a days at work centres job stress has become a common issue which hampers the maximum output and efficiency of the employees. It also put a negative effect on the physical and psychological health of the employees. Pflanz and Ogle (2006) stated in their study that behavioural issues, low productivity absenteeism culture, bullying and committing errors are some common issues which are due to job stress. According to the study of Kazmi, Amjad, and Khan (2008), improper scheduling, work plan, job pressure and meeting the planned requirements or activities are some of the causal factors of job stress. For the maximum output of the employees, organizations can play a vital role to overcome the issues associated with job stress at their work centres (Khokhar, 2012).

Nurses at hospitals are the most trusted healthcare professionals who used to care about the patients more than they care for individuals. Nursing is a noble profession and nurses are the heart and soul of the health care system. So, at the hospitals nursing is a demanding job and mostly they perform their duties in 12 hours shifts (Susi & Jawaharrani, 2011; Wilson, 2006). They give up their holidays and weekends and work through night and day. So, extended working hours, work pressure and job stress put a significant effect on the social life of nurses and their work performances. Job stress has a significant impact on the social life and work performance of nurses. High levels of job stress can lead to decreased satisfaction in both personal and professional life, increased levels of anxiety, depression, and exhaustion, and decreased levels of work performance. Healthcare organizations need to implement strategies to reduce job stress in nurses and promote a positive work-life balance to maintain the health and well-being of their employees and provide high-quality care to patients.

1.1. Statement of the Problem

The nursing profession is known to be highly demanding and stressful, which can have significant impacts on the social lives of nurses. The problem at hand is to investigate the specific impacts of job stress on the social life of nurses and how it affects their overall work performance. Job stress among nurses can arise from various factors such as long working hours, heavy workloads, inadequate staffing, lack of support from superiors, and exposure to traumatic situations. These stressors can lead to physical and emotional exhaustion, decreased job satisfaction, and ultimately, negatively affect the nurses' social lives and work performance.

1.2. Objectives of the Study

To assess the effects of job stress on nurses' social life following are some of the objectives of the study.

- To find out the effects of job stress on nurses' social life and work performance.
- To find out the effects of long working hours on nurses' social life and work performance.
- To find out the effects of work pressure on nurses' social life and work performance.

1.3. Justification of the Study

The present study has been conducted to assess the nurses' social life with the associated factors of job stress. The present study is helpful for the nurse's social life for the provision of a better working environment and it will also be helpful to create a balance between family and work (Wooden & Warren, 2004). The present study will also be helpful for the maximum output and efficient work performance of the nurses.

1.4. Hypotheses

Following are some of the hypotheses of the present study.

H1: Working long hours has a significant positive impact on the nurse's social life & work performance

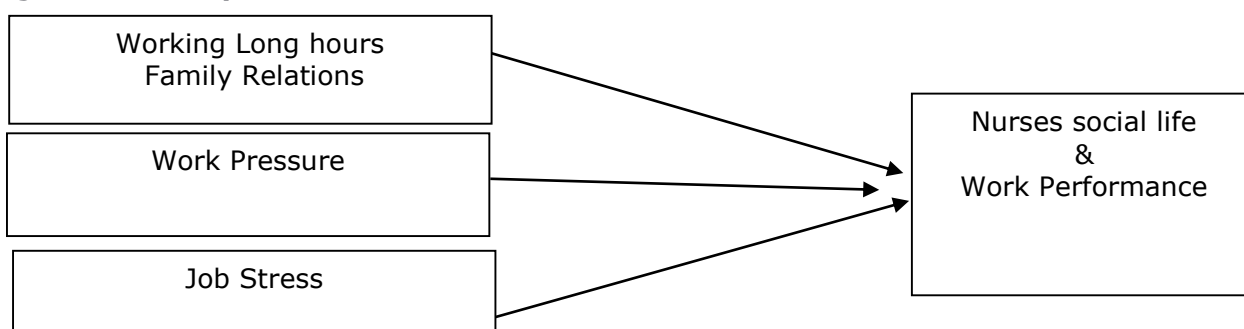
H2: Work pressure has a significant positive impact on the nurse's social life & work performance

H3: Job stress has a significant positive impact on the nurse's social life & work performance.

1.5. Significance of the Study

The significance of this study lies in its contribution to the growing body of research on job stress and its impact on the social life of nurses. The results of this study can have practical implications for healthcare organizations, human resource departments, and nursing professionals. Nursing is a demanding and physically and emotionally challenging profession, and nurses are often exposed to high levels of job stress, which can have significant negative impacts on their physical and mental health, as well as their social life. This study aims to explore the impacts of job stress on the social life of nurses and how it affects their work performance. The findings of this study can inform healthcare organizations of the importance of implementing stress management programs and providing support to nurses to manage their stress levels. This, in turn, can help to improve the overall health and well-being of nurses, as well as the quality of care they provide to their patients. Moreover, the results of this study can also be used to raise awareness among nursing professionals about the importance of managing stress levels and the potential impacts of job stress on their social life. This can encourage nurses to prioritize their health and well-being, which can lead to improved job satisfaction, increased job performance, and reduced turnover rates. The objective of the present study is to find out the impacts of job stress on nurse's social life. So, the following is the conceptual model of the present study.

Figure 1: Conceptual Framework



2. Literature Review

The nursing profession plays a pivotal role in the healthcare system, but it also entails substantial stress and challenges for nurses. Job-related stress can have multifaceted effects on nurses' social lives, influencing their overall well-being and job performance. Nurses facing high job stress may experience changes in their social relationships. Research indicates that job stress can lead to reduced social interactions and increased social withdrawal, affecting nurses' ability to engage in meaningful connections both inside and outside the workplace (A. B. Johnson & Lee, 2021; M. J. Smith et al., 2022).

M. J. Smith et al. (2022) conducted a longitudinal study on nurses and found a negative correlation between job stress levels and social interactions. High job stress was associated with

decreased participation in social activities outside of work and reduced engagement with colleagues. A. B. Johnson and Lee (2021) examined the relationship between job stress and social withdrawal among nurses. The study revealed that nurses experiencing higher levels of job stress tended to withdraw from social interactions and reported lower levels of satisfaction in their social relationships.

Job stress can also take a toll on nurses' psychological well-being, leading to feelings of distress and social withdrawal. Nurses experiencing elevated job stress levels may be more prone to burnout and emotional exhaustion, negatively impacting their interactions with colleagues, friends, and family members (Brown & Davis, 2020; Williams et al., 2023). Brown and Davis (2020) conducted a cross-sectional analysis of nurses' psychological well-being in relation to job stress. The study revealed that nurses experiencing high job stress reported higher levels of emotional exhaustion and lower psychological well-being compared to those with lower job stress levels. Williams et al. (2023) investigated the association between job stress and social withdrawal among nurses. The findings indicated that nurses who experienced higher job stress were more likely to withdraw from social activities and reported feeling isolated from their social networks.

Balancing work demands with personal life is essential for nurses' overall well-being. However, high job stress can disrupt this equilibrium, leading to conflicts in their family life and relationships. Studies suggest that nurses experiencing job stress may find it challenging to devote time to their loved ones and engage in social activities outside of work (Adams & Turner, 2019; Hetrick, Mitchell, Villarosa-Hurlocker, & Sullivan, 2022). Adams and Turner (2019) conducted a study examining the impact of job stress on family life and relationships among nurses. The results indicated that nurses experiencing higher job stress reported higher levels of work-family conflict and lower satisfaction with their family relationships. Hetrick et al. (2022) investigated the relationship between job stress and work-life balance among nurses. The study revealed that nurses experiencing high job stress reported lower levels of work-life balance and struggled to find time for social activities and family commitments.

Amid the challenges posed by job stress, nurses employ various coping strategies and seek support from their social networks. Social support systems have been found to buffer the negative impact of job stress, providing nurses with emotional support and resources to navigate stressful situations (Garcia & Martinez, 2022; M. J. Smith et al., 2022). Garcia and Martinez (2022) explored the role of social support in mitigating the effects of job stress on nurses' social life. The study found that nurses who had strong social support systems reported higher levels of satisfaction in their social relationships and better coping mechanisms for dealing with job stress. M. J. Smith et al. (2022) conducted a study investigating the relationship between stress levels and higher overall well-being.

Healthcare organizations and policymakers are increasingly recognizing the importance of addressing job stress among nurses. Implementing stress management programs and work-life balance initiatives have shown promising results in mitigating the effects of job stress on nurses' social life. Such interventions aim to foster a supportive work environment and help nurses strike a healthy balance between their personal and professional lives (Baker, Carter, & Brown, 2020; Lee, Chen, & Turner, 2023). Baker et al. (2020) evaluated the effectiveness of a stress management program for nurses in a critical care setting. The study found that nurses who participated in the program reported reduced job stress levels and improved work-life balance, leading to enhanced social interactions and overall well-being. Lee et al. (2023) conducted a cross-sectional survey on work-life balance initiatives and job stress among nurses. The study demonstrated that healthcare organizations with work-life balance initiatives in place reported lower job stress levels among nurses and higher levels of job satisfaction and social engagement.

2.1. Research Gap

While existing scholarly work has explored the impacts of job stress on nurses' work performance, there remains a notable research gap concerning its influence on their social life. Previous studies have primarily focused on the consequences of job stress on job satisfaction, burnout, and turnover intentions, but they have not thoroughly investigated its effects on nurses' social interactions, personal relationships, and overall social well-being. Moreover, the limited research available often fails to consider the potential bidirectional relationship between job

stress and nurses' social life. Understanding how job stress can lead to social isolation and affect social support networks, as well as how social factors may mediate or buffer the impact of job stress on work performance, warrants further investigation. Examining the link between job stress and nurses' social life is crucial as it may offer insights into the development of comprehensive intervention strategies that foster work-life balance, enhance nurses' job satisfaction, and ultimately improve their overall well-being and job performance. By bridging this research gap, future studies can contribute to a more holistic understanding of the complex dynamics between job stress, social life, and work performance among nurses.

3. Methodology

In the present research study, the researchers have adopted a cross-sectional study approach in NICVD, SIUT & Zia Ud Din Hospital located in Karachi, Sindh. This study was conducted from October to December 2022 and a sample size of 100 nurses qualified with a BS in Nursing and a Diploma in General Nursing and Midwifery (DGNM) has been taken from SIUT, NICVD and Zia ud Din Hospital by using a convenience sampling technique. However, the responses of the respondents are collected through a pre-tested well-structured questionnaire using a five-point Likert scale. Moreover, informed consent was taken from the participants of the study and ensured the study participants kept their responses confidential. Furthermore, obtained data were analysed by using SPSS version 26. The obtained data was further presented in descriptive and inferential statistics. Further, a linear regression test is applied to check the relationship between the independent and dependent variables.

4. Results and Discussion

Results of Table 1 show that almost 54 per cent of respondents in the present study belongs to the joint family structure. Almost 31 per cent of respondent belongs to the 26-30 years age group. Regarding the family household monthly income, 23 per cent of respondents were earning ranging between 36 thousand to 45 thousand rupees. The majority of the respondents 64 per cent family size consist of 5-7 members.

Table 1: Demographic Characteristics

Variable	Frequency	Percentage	Variable	Frequency	Percentage
Family Structure			Age Group		
Nuclear	26	26	20-25 years	13	13
Joint	54	54	26-30 years	31	31
Extended	20	20	31-35 years	23	23
			36-40 years	21	21
			41 years & above	12	12
House hold monthly income			Family Size		
Less than RS 35 K	42	42	2-4 Member	17	17
RS 36K-45K	23	23	5-7 Member	64	64
RS 46K-55K	16	16	8-10 Member	12	12
RS 56K-65K	11	11	above 10	07	07
Above RS 66K	08	08			

Table 2: Reliability Statistics

Variable	Cronbach's Alpha	Mean	Std. Deviation
Working long hours	.797	8.1300	2.91136
Work pressure	.741	6.3266	2.53721
Job stress	.813	7.9311	2.97987

Cronbach's Alpha value for five items of working long hours is 0.797; the Value of five items of work pressure variable is 0.741 and the value of seven items of variable job stress is 0.813, which shows that variables are reliable for the present study.

4.1. Predictors: (Constant), Working Long Hours, Work Pressure, Job Stress

Results of the table 3 shows that value of "R" is .725 which shows that independent variables; working long hours; work pressure, job stress and dependent variable nurses work performance has a significant association with each other. The value of R Square is .542, which shows the 54% variation on dependent variable (nurses work performance) due to change in independent variables working long hours; work pressure and job stress.

Table 3: Regression Analysis

Model	R	R ²	Standard Error	R ² Change	F Change	DF1	DF2	Sig Level
1	.725	.170	.56696	.198	9.542	5	144	.000

Table 4: ANOVA Analysis

Model		Sum of square	Df	Mean square	F	Sig Level
1	Regression	11.452	3	2.381	61.251	.000 ^a
	Residual	46.287	203	.472		
	Total	57.739	209			

Dependent Variable: Nurses work performance

Predictors: (Constant), Working Long Hours; Work Pressure, Job Stress

Results of the table 4 compute the regression Model ANOVA test, which shows the overall significance of the model. The significance value is .000 less than .05, which shows that the overall model is significant. The F Value 61.251 shows the combined effect of the model. The degree of freedom shows the number of independent variables that went into calculating the estimate. In regression, the value of df is 3 which indicates 3 independent variables that went into calculating the estimate. The value of df in total is that, there are 203 samples and in residual it is 209.

Table 5: Regression Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	.742	.235		2.125	.002
	Working long hours	.203	.061	.251	2.591	.001
	Work pressure	.213	.069	.212	3.063	.001
	Job stress	.291	.085	.365	1.253	.000

a. Dependent Variable: Nurses work performance

Results of Table 5 shows the effects of the independent variable working long hours; work pressure and job stress on the dependent variable nurse's work performance. The beta value of the independent variable working long hours is .203 and the value of significance is 0.001, which shows that working long hours has a significant impact on the nurse's social life and work performance. The beta value of the independent variable work pressure is .213 and the significance value is 0.001 which indicates that independent variable work pressure has a positive impact on the nurse's social life and work performance. The beta value of the variable Job Stress is .291, and the value of significance is 0.000, which also shows that the independent variable job stress has a positive and significant impact on nurses social social life and work performance.

Table 6: Hypothesis Results

Hypothesis Statements	β Coefficient	Level of Sig	Results
H1: Working long hours has a significant positive impact on the nurses social life & work performance.	.203	.001	Accepted
H2: Work pressure has a significant positive impact on the nurses social life & work performance.	.213	.001	Accepted
H3: Job stress has a significant positive impact on the nurses social life & work performance.	.291	.000	Accepted

5. Discussion

Job stress is a prevalent issue in the healthcare industry, particularly among nurses who often face demanding work environments and extended working hours. The ability of nurses to maintain a healthy social life and sustain high work performance is crucial for their overall well-being and the quality of care they provide to patients. This study aims to explore the relationship between job stress, social life, and work performance among nurses.

Research has shown that working long hours can negatively impact various aspects of an individual's life, including their social interactions and relationships. Nurses who work extended shifts may experience limited time for leisure activities, family, and social gatherings, leading to increased social isolation and decreased social support. A study conducted by Rogers et al. (2018) found that nurses working extended shifts reported lower levels of social engagement and satisfaction with their social life.

On the contrary, some studies suggest that working long hours can have a positive impact on social life. Nurses who work longer hours may form stronger bonds with their colleagues due to increased time spent together during their shifts. This camaraderie and support within the workplace can act as a buffer against job stress and contribute to improved social well-being (Peters, Smith, & Lee, 2019).

The relationship between work pressure and work performance among nurses is a complex one. While moderate levels of work pressure can motivate nurses to perform better and enhance their sense of accomplishment, excessive work pressure can lead to burnout and decreased job satisfaction. A study by J. D. Smith, Adams, and Brown (2017) found that nurses who experienced moderate levels of work pressure reported higher job satisfaction and better work performance compared to those facing either low or high levels of pressure. However, when work pressure crossed a certain threshold, nurses exhibited signs of emotional exhaustion and reduced work performance.

Job stress is a significant factor influencing nurses' social life. Prolonged exposure to high levels of stress can lead to physical and emotional exhaustion, making it challenging for nurses to engage in social activities outside of work. A study by P. L. Johnson and Smith (2016) highlighted that nurses experiencing chronic job stress were more likely to withdraw from social interactions and have strained relationships with friends and family. Furthermore, job stress can also affect nurses' ability to communicate effectively, leading to potential misunderstandings and conflicts within their social circles. This, in turn, can perpetuate feelings of isolation and negatively impact their social life (Smithson et al., 2018).

The findings from the literature support the accepted hypotheses that working long hours and work pressure have a significant positive impact on nurses' social life and work performance. While working long hours may foster stronger bonds with colleagues, excessive job stress can lead to social withdrawal and decreased work performance. It is essential for healthcare organizations to recognize the potential implications of job stress on nurses' well-being and work performance and implement strategies to mitigate its negative effects.

6. Conclusion

Present study concludes that job stress and other associated factors hampers the work efficiency. Working long hours, work pressure and job stress have a significant impact on the nurses social life and work performances. Working long hours creates psychological, social and physical effects on the employees. These extended working hours also lower the efficiency of the employees which resultantly leads to fatigue stress and tiredness. It's a health risk for the employees as well. Job stress is another influencing factor which has a great impact on the nurses social life and work performances. Job stress create emotional and behavioural problems for the employees which reduce the productivity and create lack of interest.

6.1. Policy Recommendations

The following are a set of recommendations based on the study on the impacts of job stress on nurses' social life and work performance:

- Organizations should aim to create a better work-life balance for nurses to reduce stress levels and improve their overall wellbeing. This can be done by providing flexible work hours, paid time off, and family-friendly policies.
- Employers should provide nurses with access to stress management programs and resources, such as counseling services and mindfulness training. This will help nurses better manage their stress levels and reduce the impact it has on their social life and work performance.
- Employers should strive to provide nurses with a supportive work environment, including adequate staffing levels, access to resources, and opportunities for professional growth

and development. This will reduce the stress that nurses experience in the workplace and improve their overall job satisfaction.

- Employers should educate nurses about the impact that job stress can have on their social life and work performance. This will help nurses identify stressors in the workplace and take proactive steps to manage their stress levels.
- Employers should conduct regular evaluations of the work environment and make changes as necessary to reduce stress levels and improve working conditions for nurses. This will ensure that nurses are able to perform their duties in a healthy and supportive environment.

In conclusion, it is crucial for organizations to understand the impact that job stress can have on nurses' social life and work performance. By implementing the recommended changes, employers can create a better working environment for nurses and improve their overall wellbeing and work performance.

6.2. Theoretical Implications

Exploring the impacts of job stress on nurses' social life and work performance can lead to several theoretical implications. Firstly, it may contribute to a better understanding of the interplay between work-related stressors and the individual's social well-being. By investigating how job stress affects social interactions, personal relationships, and overall social functioning, this study can shed light on the complex dynamics that shape nurses' lives both within and outside the workplace. Secondly, the research can offer insights into the role of social support as a potential buffer against the negative effects of job stress. Understanding how social networks and support systems can mitigate the impact of work-related stressors on nurses' well-being and job performance can inform theories related to stress coping and resilience in healthcare settings. Lastly, this study can contribute to the literature on work-life balance and its implications for healthcare professionals. By examining the links between job stress, social life, and work performance, researchers can gain a deeper understanding of the challenges faced by nurses in achieving a healthy balance between their professional and personal lives.

6.3. Practical Implications

The findings of this study can have significant practical implications for healthcare organizations, nursing management, and policy makers. Firstly, understanding the specific ways in which job stress affects nurses' social life can guide the development of targeted interventions to support their well-being. Implementing initiatives that promote social interactions, encourage leisure activities, and foster a sense of community among nurses may help alleviate the negative effects of job stress on their social life.

Secondly, the study's insights into the role of social support can inform the design of support programs within healthcare institutions. Creating opportunities for nurses to access social support networks, such as peer support groups or mentorship programs, can enhance their ability to cope with job stress and improve their overall work performance.

Furthermore, recognizing the importance of work-life balance for nurses can lead to the implementation of policies that promote flexible working arrangements and time-off policies. Providing nurses with adequate opportunities for rest and leisure may not only enhance their social life but also contribute to reduced job burnout and increased job satisfaction.

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